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The Next (Quiet) Revolution in Higher Education: Toward the Open Access of Research

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THE NEXT (QUIET) REVOLUTION IN HIGHER EDUCATION: TOWARD THE OPEN ACCESS OF RESEARCH

"Open Access is the free, immediate, online availability of research articles, coupled with the rights to use these articles fully in the digital environment." (SPARC)¹

We live in a time of revolution. How does it feel to be a revolutionary? Didn't know you were? Strangely enough, this particular revolution is of a most unusual type because many faculty who might benefit from it are unaware of it, do not understand it or, in some cases, do not support it. The revolution of which I write pertains to the push for the Open Access of research and data, countering legacy publishers who have traditionally published faculty research only to sell it back to university libraries at high subscription costs.

If I have your attention or curiosity, let me keep it by describing the current *unsustainable model*: university faculty typically conduct research either voluntarily on their own time and money, on grant support, or as a part of their faculty load, which may be partly funded by state tax dollars; they write without payment, and peer review for free as members of volunteer editorial boards, only to have journal publishers exact a toll to read it. This toll, by the way, has seen an inflationary updraft, shown in the chart below, of over 5 percent annually for a total increase of about 24 percent over the past five years. Later I will include a graph of the price trajectory since 1986.

Journal Type	% of total titles	% of total expenditure	2010 Average price	2011 Average price	2011 % change from prior year	2012 % change from prior year	2013 % change from prior year	2014 Average price	2014 % change from prior year	Total % change 2010-14
US Titles	40.4%	32.5%	\$839.82	\$882.72	5.11%	5.71%	5.54%	\$1,044.05	6.02%	24.32%
Non-US Titles	59.6%	67.5%	\$1,171.81	\$1,236.96	5.56%	6.08%	5.62%	\$1,471.33	6.16%	25.56%
Total Titles	100%	100%	\$1,037.58	\$1,093.74	5.41%	5.96%	5.59%	\$1,298.58	6.11%	25.15%

Table 1: College and University Library 5-year Journal cost appreciation²

¹ SPARC stands for the Scholarly Publishing and Academic Resources Coalition, an international alliance of academic and research libraries working to create a more open system of scholarly communication - See more at: <http://www.sparc.arl.org/>

² EBSCO 5-year price history of academic journals 2010-2014. <https://www.ebscohost.com/promo-Materials/FiveYearJournalPriceIncreaseHistory2010to2014.pdf>. Accessed January 8, 2016.

Such dramatic subscription increases have exacted a punishing effect upon university library budgets, causing libraries to make difficult decisions about which journals to cease holding in order to support the subscriptions to fewer journals at higher costs.

The Age of the Internet has created a massive shift toward the accessibility of information — from Google to Wikipedia — and in so doing has opened the possibility that research need not always follow the traditional publication models that placed limits upon access to research through subscription charges and embargoes (stipulations that articles published in certain journals may not be made public outside their pages until an embargo time has expired, sometimes exceeding one year). A recent book on leadership states early in its pages: “information has to be accessible if it *is going to make a real difference in anyone’s work*.”³ At public universities, where research is supported in part by the state legislature, the traditional (and current) toll-based publication model has additional implications. What are the ethical implications for a public that partially funds research through tax dollars, yet is unable to read the results? Currently only institutions with large enough budgets can afford to subscribe to and read toll journals, and this access is often restricted to the academics and excludes the public that partially funded the research.

Now, imagine a relevant piece of research — on a medical cure, a discovery of scientific import or (more close to home for the readers of the *Journal of Performing Arts Leadership in Higher Education*, or *JPALHE*) a new approach to administration, or pedagogy in the arts and humanities—that cannot be read universally for a year after its publication unless one has access to a library that affords the journal’s subscription costs. How has this model remained intact for so long?

Prior to the internet, of course, print journals that charged a toll were the principal option. Recently, however, the traditional model has persisted *in part* because of policies created by publishing conglomerates who have bundled journal subscriptions to improve their bottom line at the expense of accessibility, affordability and usefulness to the reading public; and *in part* because of established university promotion and tenure (P&T) traditions that have emphasized publication in prestigious journals as critical to individual career advancement and the maintenance of department and university reputations.

Over the past decade, however, the movement to reimagine publishing models has gained national momentum, soon to be joined, one hopes, with increased discussions on campuses about widening the publication avenues for successful P&T. At the same time, faculty senates are passing resolutions in support of Open Access in increasing numbers, and university libraries, faculty

³ Julie Straw, Mark Scullard, Susie Kukkonen and Barry Davis, *The Work of Leaders: How Vision, Alignment and Execution will change the way you lead* (San Francisco: John Wiley and Sons, 2013), 3.

and staff are advocating for its careful adoption as the way research should be published in the future.

There is a rising sense of moral imperative behind this “revolution” to make research immediately available to the world at no cost and with minimal restriction because it is better for the world. It creates larger networks of ideas, thus faster progress; it generates wider opportunities for learning and debate; and it widens the scope and impact that faculty research has upon the world, which boosts faculty and university prestige together.

In the interest of furthering this revolution, this article will consider the moral imperative behind the movement, define some of the most relevant terms and concepts pertaining to Open Access, reveal some of the most salient conflicts with its rollout, provide a snapshot of several important university faculty senates that have passed OA support resolutions, and conclude with some suggested language for consideration by universities interested in considering their own resolution (perhaps through your own activism on campus after reading this article).

Definition of Terms: Gold OA, Green OA

As this article’s header states, Open Access is “the free, immediate, online availability of research articles, coupled with the rights to use these articles fully in the digital environment.” More specifically, in 2002 the Budapest Open Access Initiative clarified that Open Access to literature meant “its free availability on the public internet, permitting any users to read, download, copy, distribute, print, search, or link to the full texts of these articles, crawl them for indexing, pass them as data to software, or use them for any other lawful purpose, without financial, legal, or technical barriers other than those inseparable from gaining access to the internet itself. The only constraint on reproduction and distribution, and the only role for copyright in this domain, should be to give authors control over the integrity of their work and the right to be properly acknowledged and cited.”⁴

How does one create such a free and open environment? There are essentially two practical approaches to Open Access: Gold and Green. Gold Open Access pertains to the journals that publish articles. Journals that publish in the Open Access arena are listed in the *Directory of Open Access Journals (DOAJ)*: <http://doaj.org>). Listed journals operate under a number of diverse business models, but maintain a mandate to make all articles they accept immediately available to the world at no cost and with limited restrictions.

⁴ Budapest Open Access Initiative (BOAI), February 14, 2002, Budapest, Hungary. <http://www.budapestopenaccessinitiative.org/read>, Accessed January 8, 2016.

The DOAJ currently lists 11,006 journals with over 2.1 million articles from over 130 countries. Prior concerns that its oversight of quality was not as rigorous as needed by university faculty are being addressed in part by greater oversight and in part by the requirement that all journals accepted to the DOAJ prior to March 2014 are now required to reapply.

The *JPALHE* was just accepted on January 6, 2016, into the DOAJ. As we who publish in it and read it know, there is no cost to publish an article in this blind-peer-reviewed journal. Along with *JPALHE*, the DOAJ lists (as of January 8, 2016), 43 Journals in Music (with 2,769 articles) and 149 journals in the discipline of the Fine Arts (with 18,333 articles). Many journals besides *JPALHE* do not charge author fees, although the DOAJ often conservatively mentions that “information on publication charges is not yet available for this journal” when clear decisions have not been communicated to it by the journal’s editorial board.

Green Open Access pertains to institutional digital repositories that accept research — either in pre-print versions or as copies of a final published document — and make them immediately available to the world of scholarship. These repositories exist most often as subsections of a university library server and have various names, including, for example, Iowa State University Digital Repository, ScholarsArchive@OSU (Oregon), and Carolina Digital Repository (University of North Carolina). Many articles that are published in toll journals can still be uploaded in some form to a Green OA repository. In agreement with journal stipulations, authors can usually share their work after an embargo period has elapsed or by submitting a pre-print to a repository. By some counts approximately 60 percent of toll journals allow authors to self-archive either the pre-print or post-print versions of their article.⁵ Still, some journals may deny publication of an article in their pages if its author intends to upload a preprint version to an Open Access repository.

Self-archiving is relatively easy, with the help of a librarian and the presence of a digital archive or repository to which an author can post an article. At Iowa State University it merely requires a faculty member to send to the digital repository a curriculum vitae. Librarians do all the work checking copyright restrictions, embargoes and other permissions, and then create the digital archive. In the words of Heather Joseph, executive director of SPARC, your work as an academic researcher and educator “is not complete until the results have been fully communicated and are openly available for others to build upon.”⁶ Echoing these sentiments, John Willinsky, author of *The Open Access Principle* writes, “A commitment to the value and quality of research

⁵ See footnote 4.

⁶ Heather Joseph, “The impact of open access on research and scholarship: Reflections on the Berlin 9 Open Access Conference,” *College and Research Libraries News*, 73 (February 2012), 84. <http://crln.acrl.org/content/73/2/83.full.pdf+html>, accessed January 2016.

carries with it a responsibility to extend the circulation of this work as far as possible, and ideally to all who are interested in it and all who might profit by it.”⁷

For a list of current Open Access Digital Repositories in the World, see the following link, which I have set to North America, but which includes also other nations in a list across the top of the opening page:

<http://www.opendoar.org/countrylist.php?cContinent=North%20America>

Moral Imperative

Consider the potential benefits that come from immediate access to scholarly research:

Discovery is accelerated as knowledge is more widely available to support further research. The prior required-subscription model makes research available only to those who can afford the subscription, or have ways of borrowing journal issues through library loans. Limiting access may deny knowledge to the one person or team who could best use it to move society forward. It may also limit, or at least delay, the productive debate upon research that helps clarify and define progress. Toll access thus can limit innovation. The democratic and free availability of research also avoids discrimination against readers who may reside in areas that cannot afford to pay journal tolls or that have no traditional libraries. But with Open Access online, research is available globally at any place with an internet connection.

When research is freely available, the possibility decreases that it might be duplicated unknowingly. Additionally, the global impact of research can be expanded with more eyes reading a report immediately upon its publication. As impact increases, so do the reputations of faculty and universities increase, and so does the potential for students world-wide to gain knowledge in a timely manner.

At publicly funded universities, access to research without fees or tolls aligns with a university's mission to support the greater public good. Fair, democratic distribution is congruent with a university's use of public tax dollars: The public's money funds research that they, in turn, may read without navigating the channels of privileged access.

Wider access, free from tolls, can also be an effective tool to decrease the silo-effect of faculty working in isolation on projects that are similar but non-collaborative due to publishing competition. Collaboration outside the walls of

⁷ John Willinsky, *The Open Access Principle: The Case for Open Access to Research and Scholarship* (Cambridge, MA: MIT University Press, 2006), 5.

academia becomes easier when other businesses can access research without subscribing to a society journal, which they may not have the means to acquire, or a plan to house or archive.

One powerful aspect of the moral imperative argument concerns the fact that journal subscription costs since 1986 have risen between 5 percent and 15 percent annually — a total increase in 25 years of approximately 402 percent (compared to a total monograph cost increase of 99 percent, and a Consumer Price Index increase of about 89 percent over the same period).

Monograph & Serial Costs in ARL Libraries, 1986-2011*

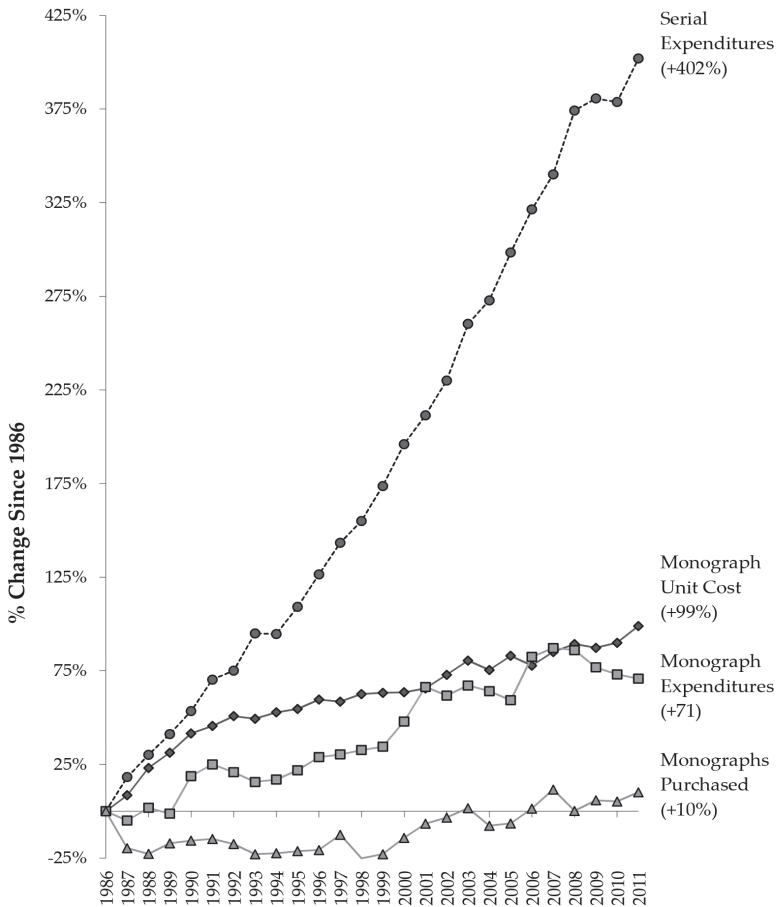


Figure 1: The exponential rise in serials costs since 1986⁸

⁸ ARL Statistics 2010-11 Association of Research Libraries, Washington, D.C. <http://www.arl.org/storage/documents/monograph-serial-costs.pdf> Accessed January 8, 2016. (Includes electronic resources from 1999-2011.)

The burden to library budgets has been punishing and is becoming unsustainable, requiring difficult decisions about which journals to keep and which to cancel. The practice of “journal bundling” by publishers has additionally required libraries to subscribe to undesirable titles in order to retain their desired journals. Access to specific information, thus, can require the purchase of unrelated research, which takes up staff time and can confuse researchers’ search efforts.

Increasing subscription costs, journal bundling and article embargoes have risen to a pressure point that is triggering some powerful actions by editors and faculty. Recently, for example, the six editors and 31 editorial board members of *Lingua*, one of the top journals in linguistics, resigned in protest over Elsevier’s policies on pricing and its refusal to convert the journal to an open-access publication that would be free online. Once the departing editors’ noncompete contracts expire, they will establish a new open-access journal called *Glossa*.⁹

Faculty Concerns: Prestige, Predatory Journals and Author Publishing Fees

On the face of it, the principles and ideals of Open Access seem to hold obvious merit, yet significant and important faculty concerns exist and need to be considered carefully before either creating a policy or mandating any new direction in publishing for a department or university. It is all well and good to hold lofty ideals, but what happens if these ideals interfere with the career progress of an individual? Tenure and promotion have a long history of reliance upon publication — it has become the *sine qua non* of promotion in higher education (publish or perish) — and as more faculty publish, standards continue to rise to maintain an environment of elite scholarship. If a university is classified as a Carnegie High Impact/High Volume Research university, its faculty will be held to standards that maintain the university’s position in that ranking.

Publication has its own set of rankings based upon the prestige of the publisher, journal, and the authors included and cited. Research accepted in prestigious journals provides its authors a clear, recognized and established route to career advancement. Universities and faculty depend upon reputation, and one way they maintain prestige is to promote faculty who publish in journals that maximize a discipline’s reputation through rigorous article acceptance policies and peer review. It would be a real concern if faculty were encouraged too forcefully to publish in any journal (including more recent

⁹ Scott Jaschik, “Language of Protest,” *Inside Higher Education*, November 2, 2015. <https://www.insidehighered.com/news/2015/11/02/editors-and-editorial-board-quit-top-linguistics-journal-protest-subscription-fees>. Accessed January 8, 2016.

OA journals) that lacked the added value of historic prestige, if the result

were denial of tenure or promotion because the publications were not deemed worthy of the university standards for P&T.

OA journals are presently *perceived* as less rigorous in their review, less likely to have editorial and review boards comprised of eminent members of their discipline, and thus less prestigious in several fields (especially STEM disciplines). The *reality*, however, is that, as of 2015, several of the most prestigious OA journals in fact cover research in STEM disciplines and can compete with toll journals in the arena of prestige.

Some OA journals do indeed have a poor reputation for peer review of their articles — accepting all submissions, advertising phony editorial boards, and/or holding low standards of excellence for data accuracy. Although progress has been made to ensure that OA does not equate to poor scholarship and ineffective peer review, the relative newness of the publishing approach has yet to mature. (Just as there are vanity presses and vanity recordings using traditional media, the OA arena is not immune.) And of course there is political pushback from established toll media who argue that their traditional excellence cannot be equaled. Indeed, an established legacy is difficult to encroach upon; however, it is most likely only a matter of time, combined with faculty efforts to raise awareness, before the most selective OA journals are as easily identifiable across various disciplines as the more traditional journals are now.

As new journals confront this situation that is part reality and part perception bias, a new kind of promotional advertising that trumpets the journal as OA and simultaneously of high quality is beginning to appear more frequently in scientific spaces. Expect it to be forthcoming as well in the humanities. For example a new journal entitled *In Silico Biology* recently issued the following advertisement:

We offer free of charge open access publication of all accepted manuscripts submitted in response to this call.

The goal of *In Silico Biology* is to provide scientists in quantitative and systems biology with a no-thrills, low-cost and expedient publishing option. We emphasize scientific rigor, technical excellence and reproducibility over perceived short-term impact and appeal to experimentalists.

Support your community by submitting your work and help us make the journal a trusted and respected resource and repository for high-quality biological systems modeling and simulation research.¹⁰

¹⁰ *In Silico Biology: Journal of Biological Systems Modeling and Simulation* promotional advertisement, available online at: <http://madmimi.com/p/641607?fe=1&xpact=35470870536>. Accessed January 10, 2016.

Recent research aims to assuage faculty concerns that all OA journals are of lower quality and prestige than traditional journals. Citation rates of articles appearing in toll journals have traditionally been used as a proxy for a particular journal's quality. Several studies, however, compared toll journals with OA journals of two types to determine if citations were different in each type. A comparison was conducted of two-year citation averages from the *Journal Citation Reports* for a) subscription journals, b) OA journals funded by Article Processing Fees, or author page fees, and c) OA journals funded by other means. After controlling for journal age, they found that OA journals funded by Article Processing Fees had roughly the equivalent citation averages as their toll journal counterparts.¹¹

In a further attempt to expand upon traditional citation metrics, creative alternatives to H-Indexes and other citation reports look to newer routes for demonstrating research impact. Article-Level Metrics (ALMs, and sometimes also called Altmetrics) are a new attempt to better reflect an article's impact under these new circumstances. ALMs can incorporate data points such as news coverage, blog posts, tweets and Facebook likes. These are "shorter-term" metrics insofar as they tend to fade quickly as the buzz around an article wanes. ALMs don't simply focus on these in-the-moment mentions, however. They can also incorporate longer-term markers such as download statistics and article comments. Taken collectively, these data points can present a much fuller perspective of an article's impact over time.¹² It is clear that these new metrics, while showing promise and interest, have yet to gain widespread approval, since the scholarly quality and longevity of an article's impact and its citation history can be more difficult to gauge.

So initially, authors need to do with OA journals what they would do with a traditional journal: determine if the publication conducts peer review (open/blind/double blind), and how prestigious the editorial board members are in their field; determine if the OA journal has established any kind of impact (strong citation history of articles within its pages, numerous downloads, and other metrics that indicate impact);¹³ and then poll their department and college P&T committees to determine if journals they are considering hold

11 From studies in 2003 by A. P. Kourmis, 2007 by M. Rossner, and 2012 by Björk and Solomon. Quoted in David J. Solomon et al "A longitudinal comparison of citation rates and growth among open access journals," *Journal of Infometrics* 7 (2013), 643.

12 Greg Tananbaum, *Article-Level Metrics: A SPARC Primer* (Scholarly Publishing and Academic Resources Coalition, April 2013), 4. <http://www.sparc.arl.org/sites/default/files/sparc-alm-primer.pdf>, Accessed January 8, 2016.

13 Digital Repositories face this issue as well: they are only gradually finding ways to show citations and thus generate hard data for faculty who need to show the pass-through of their own research through citations in other sources. Downloads can be shown, but do not indicate greater impact than potential readership.

merit with senior scholars in their discipline. Going one step further, it would be a great effort if faculty from several universities across disciplines were to work with the DOAJ to identify and rank journals currently listed in the directory, and to assist the directory in future applications for inclusion.

Beyond the issues of tradition and prestige, a number of predatory journals have arisen that seek to gain from authors' submissions (often charging a fee to publish) without offering a strong published product in return. Predatory journals crop up around the world, but frequently in India and Africa, and sport titles that are often deceptively close to those of established journals with high standards of excellence. (In some cases they claim editorial board membership from other established and prestigious journals without actually having signed the members to their own editorial board.) Unsuspecting authors who do not do background research to determine if a journal is predatory or not may publish an article that will serve no purpose toward career advancement because the journal is fly-by-night and has no merit.

Jeffrey Beall, a librarian at the University of Denver, has created a list known as *Beall's List that attempts to identify any journals that are predatory*. The current list of suspect publishers can be accessed through this link: <http://scholarlyoa.com/publishers/>; suspect stand-alone journals at this link: <http://scholarlyoa.com/individual-journals/>; and the criteria used to define "predatory" at this link: <https://scholarlyoa.files.wordpress.com/2015/01/criteria-2015.pdf>.

It is important for an author to research any journal independently, since Beall's list is not perfect, and journals may change standards or protocols for the better or worse over time as well. One additional resource that may help with such a search is found at <http://thinkchecksubmit.org>.

The costs to publish mentioned earlier raise another significant faculty concern: author page fees. Some legitimate OA journals charge author fees to publish, fees that can range above \$500 toward \$2,000 and in some cases equate to \$100 per page. This business model works by relocating the cost of publishing from subscriber to author. Of course, authors find this punitive. Subscribers, libraries and the basic causes of Open Access benefit because there are no tolls to subscribe or to read the research. At face value, it makes sense that a journal needs to fund its publication. Faculty concerns arise over the additional costs they have either to build into their grant budgets or cover independently to publish their research and move their careers forward.

This financial concern is valid and not easily addressed. Some universities are beginning to provide assistance to faculty through internal funding to publish in respected OA journals that charge author fees. Texas A&M University has established the OAK Fund (Open Access to Knowledge) that underwrites publication charges for scholarly journal articles, book chapters and monographs published in open access publications. The OAK Fund was established to help fulfill Texas A&M University's commitment to the Compact for Open-Access Publishing Equity.

In a variant of this kind of initiative, the University of Iowa's *Libraries and Provost's Open Access Fund* allows for up to \$3,000 for publication in full open access journals and \$1,500 for publication in "hybrid" open access journals. A list of universities and their support for OA publishing, currently known by the Open Access Directory, appears at this link: http://oad.simmons.edu/oadwiki/OA_journal_funds. Readers who believe in this movement can not only begin or accelerate the process of moving their campus toward a more formal acceptance of the ideas of Open Access, but can also begin working with their administrations to allocate funding that supports faculty who publish in reputable OA journals.

In sum, faculty are pragmatic — we hold a strong desire to enhance our careers and maintain job security. That said, we can also be open to change; we just need to get to the tipping point. If we are to move Open Access forward and build a faculty that is more likely to accept Open Access, we will need OA journals that are recognized as high impact and high prestige, that have reasonable turnaround times from submission to publication and that work creatively with authors and universities to decrease publication fees. Additional assistance will come if peers publish in OA journals, if all federal and state funding mandates require it, and if faculty feel they can acquire a competitive advantage — scholarly impact and enhanced citation rates — by publishing OA.

How do we get there? It will, of course, take time. At present what is most needed is a campaign that has several prongs: 1) increased awareness, 2) identification of high-quality and high-profile OA journals by discipline, 3) university-wide administrative support for selective OA publishing by its faculty, and 4) faculty-sponsored resolutions or policies that state upfront that the faculty of a university supports Open Access in principle and will advocate for their colleagues to consider Gold OA journals and Green OA Repositories.

Benefits

For me, personally, by depositing my own articles in Iowa State University's Digital Repository (thus participating in Green Open Access) I have, in essence, resurrected articles that otherwise were dead to the world. They had appeared as many as 25 years ago in society journals (such as *American String Teacher*) and were, for all intents and purposes, no longer known in the world of research. Since uploading several of these articles on violin pedagogy last year, as well as some more recent ones published initially in *JPALHE*, I have had over 70 downloads of my articles across the globe: from the USA, but also from Russia and China, to Africa, India and Australia. Our Digital Repository sends me periodic statements of downloads, indicating the articles accessed, a

University	Adoption date
University of Kansas	2005
Harvard Faculty of Arts and Sciences	2008
Massachusetts Institute of Technology	2009
Oberlin College	2009
University of Washington	2009
University of Virginia	2010
Duke University	2010
Emory University	2011
Princeton University	2011
Florida State University	2011
University of Rhode Island	2013
Oregon State University	2013
University of Delaware	2015
University of North Carolina Chapel Hill	2015
Penn State University	2015

Table 2: Select examples of unanimous faculty senate votes¹⁴

Most of these votes are in support of non-binding resolutions that encourage and support faculty to seek out Gold Open Access journals in which to publish, and additionally to provide their research to a university digital information repository for global access (see suggested wording below). Some resolutions additionally encourage administrations to find ways to support faculty who publish Open Access through university funding that offsets author page fees. Some include wording to ensure libraries retain control of the institutional repositories and encourage their staff to promote the repository widely across campus.

Resolution Language and Issues

Resolutions by different faculty senates can take on any number of different tones. Some use the approach of Whereas/Therefore/Be it Resolved. . . . Others use language suggested by Harvard University that includes wording about a faculty's commitment to disseminating research, increasing impact, preserving faculty ownership of research copyright and so forth. The language continues to allow faculty to grant their university "a nonexclusive, irrevocable, royalty-free, worldwide license to exercise any and all rights under copyright relating to each of his or her scholarly articles, in any

¹⁴ For a more complete list, see: http://oad.simmons.edu/oadwiki/Unanimous_faculty_votes

medium, and to authorize others to do the same, provided that the articles are not sold for profit. Under this policy Faculty authors do not transfer ownership of the copyright in their work to ABC University.”¹⁵

As I am currently working through this process on my own campus, I am discovering that it takes more than merely copying and pasting text from a basic template for resolution language supplied by SPARC. I am conversing with our university counsel, with faculty across colleges and departments, and vetting concerns before I move forward with any formal proposal to the faculty senate. Some of the issues we will need to discuss involve the following:

- What works are subject to any policy we create?
- What are the issues of balance between faculty, college, departmental and university control?
- How do we cover opt outs, waivers and embargos?
- What are the costs of implementing any policy?
- What is the best adoption process?
- Who has the power to allow institutional use of the works?
- What standard terms (including those that protect the moral rights of authors) will apply to institutional use?
- Who has the power to allow third party use for special cases not under a standard license?
- What obligations does the university have to enforce against violators of any licenses granted by the university to third parties?

Sound like too much work? I hope not. It will take senior faculty to invest in this movement through their own OA publishing, and through campus service, such as described here, to empower junior faculty to move forward

in this arena as well. Justifiably, they will have concerns over their promotion and tenure, and senior faculty are best positioned to alleviate some of those concerns by blazing the trail.

¹⁵ See https://osc.hul.harvard.edu/assets/files/model-policy-annotated_12_2015.pdf, accessed January 8, 2016. Several universities and colleges, such as Oregon State University, Lafayette College, Rutgers University, California Institute of Technology, and the University of California have created policies with slight modifications of the language seen at this site.

Conclusion

As I mentioned earlier, JPALHE has just been admitted to the Directory of Open Access Journals. I cannot think of a more fitting way to end this article than by congratulating its editor and board for the effort put into the process of acquiring this listing. All research and opinion in JPALHE is public knowledge at no cost to the readership, following a blind peer-review process that ensures published articles maintain a standard of integrity and rigor. It is available online through Christopher Newport University, but each one of us who publishes in it can have our articles individually uploaded to our own university digital repository as well. It usually takes little effort to have a librarian upload an article to a repository. If you have not yet done so, why not check out this additional route toward increasing the impact of your research? Adding keywords to the uploaded article to enhance its likelihood of coming up in as a search engine result.

The movement toward Open Access is a complex one, one that needs careful thought, and even more careful action to move forward most effectively. Without such thought, faculty careers can be placed in the path of some risk, which could threaten the entire movement forward. I have never considered myself to be a revolutionary by temperament. But as you read through this article, does it not seem reasonable that a world in which faculty publish research that is freely and openly available to all with minimal cost while retaining the majority of their copyrights is a better world than one in which faculty conduct research, do peer-review and publish for free only to have access to their research limited by a wall of journal embargoes and high subscription costs?

As this revolution gains momentum and visibility, I think increasingly it will appear to be a fight universities and their faculty can and should win. We will increase its chances of success if we freely mention the concepts across our campuses to colleagues in all disciplines; if we bring it up to our senate leadership; if we engage our provosts and senior administrators to consider how our campuses and faculty can collaborate to support OA publishing through university funding.

Join the revolution; make it more known, more obvious, more powerful. Help the Open Access train leave the station at your own college or university so that in the future we may look back on this time as a pivotal one toward the fair and universal dissemination of knowledge.

Dr. Jonathan Sturm is concertmaster of the Des Moines Symphony; violist with the internationally acclaimed Ames Piano Quartet (recently renamed the Amara Piano Quartet), professor of Music History at Iowa State University and president-elect of the ISU faculty senate. With the Ames Piano Quartet he has recorded eight internationally released compact discs on the Dorian/Sono Luminus, and Albany labels, has been heard on the *St. Paul Sunday*, and *Performance Today* radio programs, and has performed annually on national concert series. At Iowa State University, Jonathan was awarded the 2009 Excellence in Teaching Award in the College of Liberal Arts and Sciences.

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Further Reading

For those of you interested in pursuing the ideals of Open Access more in depth, I encourage you to visit several sites identified here. Beyond publishing, the idea of making information completely open applies also to *Open Data and Open Education*.

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